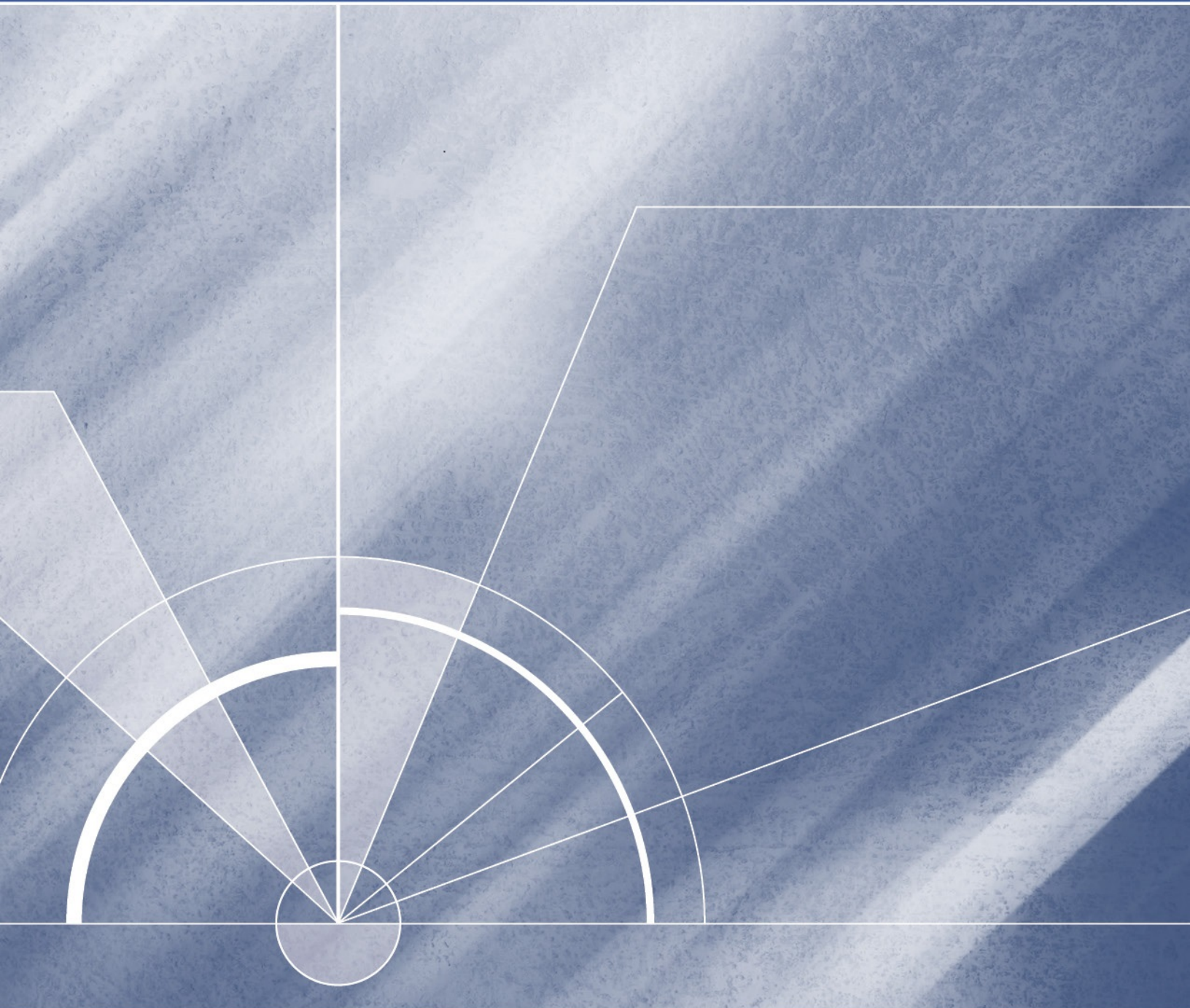


2017

Federal Employee Viewpoint Survey *Empowering Employees. Inspiring Change.*

Supervisory
Status
Comparison
Report

Environmental Protection Agency



Environmental Protection Agency

Supervisory Status Comparison Report

This 2017 Federal Employee Viewpoint Survey Report provides summary results by demographics for your agency, including comparisons to governmentwide results.

Response Summary

	Surveys Completed
Governmentwide	486,105
Environmental Protection Agency	9,414
Non-Supervisor	6,626
Team Leader	1,018
Supervisor	922
Manager	389
Senior Leader	170

Your Data

A Microsoft® Excel® file containing your results is embedded. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree"* or *"Very Satisfied and Satisfied"* or *"Very Good and Good"*

Neutral: *"Neither Agree nor Disagree"* or *"Neither Satisfied nor Dissatisfied"* or *"Fair"*

Negative: *"Disagree and Strongly Disagree"* or *"Dissatisfied and Very Dissatisfied"* or *"Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow exclude results for any demographic category that did not have at least 10 respondents answer the question.

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
Environmental Protection Agency	9,390	69.9%	14.6%	15.5%
Non-Supervisor	6,608	67.1%	15.8%	17.0%
Team Leader	1,017	70.7%	12.9%	16.4%
Supervisor	921	82.3%	9.8%	7.8%
Manager	388	84.5%	9.6%	5.9%
Senior Leader	170	94.4%	3.5%	2.1%

Environmental Protection Agency

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My Work Experience (continued)

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
Environmental Protection Agency	9,368	72.3%	13.8%	13.9%
Non-Supervisor	6,593	70.7%	15.0%	14.4%
Team Leader	1,016	73.4%	13.0%	13.7%
Supervisor	918	80.4%	8.6%	11.0%
Manager	385	80.9%	8.5%	10.6%
Senior Leader	169	88.1%	4.5%	7.4%

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
Environmental Protection Agency	9,323	67.3%	15.6%	17.1%
Non-Supervisor	6,557	64.3%	16.9%	18.7%
Team Leader	1,014	70.6%	14.5%	14.9%
Supervisor	915	78.9%	10.0%	11.1%
Manager	384	80.8%	10.2%	9.0%
Senior Leader	168	87.1%	6.4%	6.5%

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
Environmental Protection Agency	9,369	76.4%	12.6%	11.0%
Non-Supervisor	6,596	74.3%	13.6%	12.1%
Team Leader	1,013	79.5%	10.7%	9.8%
Supervisor	919	85.2%	8.4%	6.4%
Manager	386	86.2%	8.8%	5.1%
Senior Leader	170	88.5%	7.2%	4.3%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
Environmental Protection Agency	9,318	84.1%	10.1%	5.8%
Non-Supervisor	6,561	82.5%	11.0%	6.5%
Team Leader	1,008	87.5%	8.3%	4.2%
Supervisor	909	90.2%	7.4%	2.4%
Manager	386	92.4%	5.3%	2.3%
Senior Leader	169	91.8%	6.3%	1.9%

Environmental Protection Agency

Supervisory Status Comparison Report

My Work Experience (continued)

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
Environmental Protection Agency	9,317	80.1%	11.0%	8.9%
Non-Supervisor	6,562	79.4%	11.3%	9.2%
Team Leader	1,005	79.6%	11.2%	9.3%
Supervisor	912	84.8%	8.8%	6.5%
Manager	386	84.2%	9.4%	6.4%
Senior Leader	169	90.7%	3.6%	5.7%

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
Environmental Protection Agency	9,372	96.4%	2.3%	1.4%
Non-Supervisor	6,597	96.1%	2.4%	1.5%
Team Leader	1,016	96.3%	2.3%	1.4%
Supervisor	917	97.8%	1.7%	0.5%
Manager	388	98.7%	0.5%	0.8%
Senior Leader	168	98.7%	0.7%	0.6%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
Environmental Protection Agency	9,345	90.8%	7.5%	1.7%
Non-Supervisor	6,578	89.4%	8.8%	1.8%
Team Leader	1,014	93.1%	5.2%	1.6%
Supervisor	912	95.6%	3.6%	0.8%
Manager	388	96.0%	3.5%	0.5%
Senior Leader	168	99.4%	0.0%	0.6%

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
Environmental Protection Agency	9,366	39.9%	17.0%	43.1%	16
Non-Supervisor	6,591	42.1%	17.9%	40.0%	8
Team Leader	1,015	31.0%	15.1%	53.9%	2
Supervisor	919	34.2%	14.0%	51.8%	1
Manager	387	32.6%	13.7%	53.7%	1
Senior Leader	169	44.3%	13.1%	42.6%	1

Environmental Protection Agency

Supervisory Status Comparison Report

My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
Environmental Protection Agency	9,346	57.5%	17.4%	25.1%	12
Non-Supervisor	6,579	59.8%	17.1%	23.1%	7
Team Leader	1,010	50.0%	19.1%	30.9%	2
Supervisor	918	48.9%	17.9%	33.2%	0
Manager	386	56.7%	15.1%	28.1%	0
Senior Leader	170	63.5%	16.9%	19.6%	0

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
Environmental Protection Agency	9,220	60.7%	16.7%	22.6%	31
Non-Supervisor	6,484	57.4%	18.1%	24.5%	26
Team Leader	999	64.2%	15.1%	20.7%	3
Supervisor	911	74.3%	12.1%	13.7%	1
Manager	380	76.6%	9.5%	13.9%	0
Senior Leader	166	85.5%	7.2%	7.3%	0

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
Environmental Protection Agency	9,309	82.3%	9.5%	8.1%	47
Non-Supervisor	6,550	81.2%	10.4%	8.4%	33
Team Leader	1,005	80.7%	10.2%	9.0%	6
Supervisor	916	88.7%	5.3%	6.0%	4
Manager	382	89.4%	5.2%	5.4%	3
Senior Leader	170	89.1%	4.9%	6.0%	0

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
Environmental Protection Agency	9,270	90.6%	6.5%	2.9%	27
Non-Supervisor	6,519	89.6%	7.1%	3.2%	23
Team Leader	1,004	91.3%	6.0%	2.8%	3
Supervisor	911	94.7%	4.1%	1.2%	0
Manager	386	96.6%	2.5%	0.9%	0
Senior Leader	167	97.5%	2.5%	0.0%	0

Environmental Protection Agency Supervisory Status Comparison Report

My Work Experience (continued)

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
Environmental Protection Agency	9,325	72.7%	12.7%	14.6%	24
Non-Supervisor	6,558	71.2%	13.1%	15.7%	19
Team Leader	1,010	72.3%	12.9%	14.8%	3
Supervisor	917	79.8%	10.6%	9.6%	0
Manager	387	83.4%	8.6%	7.9%	0
Senior Leader	169	84.3%	6.9%	8.8%	0

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
Environmental Protection Agency	9,288	75.3%	12.9%	11.8%	89
Non-Supervisor	6,525	73.3%	13.5%	13.2%	75
Team Leader	1,008	81.0%	11.0%	8.0%	7
Supervisor	917	80.9%	10.8%	8.3%	2
Manager	384	85.1%	9.5%	5.4%	2
Senior Leader	169	85.5%	6.9%	7.6%	0

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
Environmental Protection Agency	9,319	86.2%	9.9%	3.9%	25
Non-Supervisor	6,558	84.6%	11.0%	4.4%	21
Team Leader	1,012	88.3%	8.4%	3.4%	1
Supervisor	913	92.5%	5.8%	1.7%	0
Manager	385	94.1%	3.9%	2.1%	0
Senior Leader	168	96.0%	3.4%	0.7%	1

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
Environmental Protection Agency	8,645	64.0%	19.0%	17.1%	686
Non-Supervisor	6,025	61.3%	20.2%	18.5%	548
Team Leader	946	64.4%	18.9%	16.7%	66
Supervisor	872	75.0%	13.9%	11.1%	43
Manager	374	79.7%	10.4%	9.8%	9
Senior Leader	166	89.4%	6.6%	4.0%	2

Environmental Protection Agency

Supervisory Status Comparison Report

My Work Experience (continued)

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
Environmental Protection Agency	9,269	51.1%	24.4%	24.5%	95
Non-Supervisor	6,529	50.2%	24.3%	25.5%	70
Team Leader	1,001	48.9%	26.1%	24.9%	12
Supervisor	909	57.7%	23.1%	19.3%	5
Manager	385	59.2%	21.9%	18.9%	2
Senior Leader	167	68.8%	18.4%	12.8%	0

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
Environmental Protection Agency	9,233	65.4%	15.2%	19.4%	169
Non-Supervisor	6,487	63.4%	15.4%	21.2%	132
Team Leader	1,000	69.9%	14.5%	15.6%	16
Supervisor	914	71.5%	14.3%	14.2%	8
Manager	382	75.9%	13.3%	10.8%	7
Senior Leader	168	80.3%	10.1%	9.6%	2

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
Environmental Protection Agency	9,400	83.2%	9.5%	7.3%
Non-Supervisor	6,619	81.8%	10.3%	7.9%
Team Leader	1,015	84.5%	9.2%	6.3%
Supervisor	921	89.6%	5.6%	4.8%
Manager	389	89.3%	5.5%	5.2%
Senior Leader	169	93.0%	3.9%	3.2%

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
Environmental Protection Agency	9,054	42.6%	21.7%	35.6%	331
Non-Supervisor	6,310	43.4%	23.2%	33.4%	300
Team Leader	1,001	37.5%	18.7%	43.8%	14
Supervisor	918	42.1%	16.0%	41.9%	4
Manager	383	40.0%	16.7%	43.3%	2
Senior Leader	169	52.5%	15.2%	32.3%	0

Environmental Protection Agency Supervisory Status Comparison Report

My Work Unit (continued)

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
Environmental Protection Agency	8,519	42.1%	27.7%	30.1%	840
Non-Supervisor	5,856	35.9%	30.1%	34.0%	732
Team Leader	955	44.3%	25.7%	30.0%	60
Supervisor	904	63.9%	20.2%	15.9%	10
Manager	384	74.3%	16.3%	9.4%	3
Senior Leader	167	88.0%	7.5%	4.5%	3

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
Environmental Protection Agency	8,029	31.6%	31.3%	37.1%	1,338
Non-Supervisor	5,408	26.1%	33.6%	40.3%	1,188
Team Leader	915	28.0%	26.7%	45.3%	99
Supervisor	907	51.2%	27.2%	21.6%	14
Manager	384	64.2%	19.5%	16.3%	3
Senior Leader	167	77.1%	10.7%	12.2%	2

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
Environmental Protection Agency	8,497	39.5%	28.8%	31.6%	872
Non-Supervisor	5,827	33.6%	31.0%	35.3%	771
Team Leader	952	39.0%	29.3%	31.6%	63
Supervisor	908	62.7%	20.6%	16.7%	10
Manager	384	72.7%	14.0%	13.4%	4
Senior Leader	169	81.1%	10.0%	8.9%	1

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
Environmental Protection Agency	8,309	50.1%	24.2%	25.7%	1,029
Non-Supervisor	5,689	44.1%	26.5%	29.3%	889
Team Leader	920	50.3%	24.7%	25.1%	91
Supervisor	904	73.8%	14.3%	11.9%	10
Manager	382	81.5%	10.3%	8.1%	4
Senior Leader	166	82.5%	9.6%	7.8%	2

Environmental Protection Agency Supervisory Status Comparison Report

My Work Unit (continued)

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
Environmental Protection Agency	9,296	79.9%	10.7%	9.5%	46
Non-Supervisor	6,551	77.6%	11.6%	10.8%	37
Team Leader	1,005	82.9%	9.8%	7.3%	2
Supervisor	915	87.6%	7.4%	5.0%	1
Manager	385	92.1%	3.9%	3.9%	0
Senior Leader	165	92.6%	5.5%	1.9%	3

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
Environmental Protection Agency	8,893	57.3%	28.8%	13.9%	474
Non-Supervisor	6,183	54.4%	30.6%	15.1%	419
Team Leader	992	56.9%	28.1%	15.1%	22
Supervisor	908	69.3%	21.3%	9.3%	12
Manager	382	75.0%	18.0%	7.0%	4
Senior Leader	167	75.7%	21.4%	3.0%	2

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
Environmental Protection Agency	9,385	90.6%	7.9%	1.5%
Non-Supervisor	6,614	89.6%	8.6%	1.8%
Team Leader	1,017	90.8%	7.9%	1.3%
Supervisor	922	94.6%	5.1%	0.3%
Manager	389	96.6%	3.4%	0.0%
Senior Leader	170	98.7%	1.3%	0.0%

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
Environmental Protection Agency	9,092	75.4%	14.5%	10.1%	174
Non-Supervisor	6,429	74.5%	15.2%	10.3%	151
Team Leader	1,002	74.5%	14.4%	11.1%	13
Supervisor	915	78.0%	13.3%	8.7%	3
Manager	386	84.9%	7.4%	7.8%	0
Senior Leader	170	87.7%	6.2%	6.1%	0

Environmental Protection Agency

Supervisory Status Comparison Report

My Agency (continued)

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
Environmental Protection Agency	8,995	48.0%	23.3%	28.6%	281
Non-Supervisor	6,353	45.4%	24.1%	30.5%	239
Team Leader	996	46.1%	23.4%	30.4%	19
Supervisor	902	61.4%	20.6%	18.0%	14
Manager	386	62.7%	20.1%	17.2%	1
Senior Leader	169	76.7%	12.9%	10.4%	0

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
Environmental Protection Agency	9,075	60.3%	20.5%	19.2%	209
Non-Supervisor	6,409	56.2%	22.1%	21.7%	191
Team Leader	1,004	60.3%	21.3%	18.3%	7
Supervisor	915	77.9%	13.2%	9.0%	3
Manager	386	86.6%	8.1%	5.4%	0
Senior Leader	169	88.2%	9.1%	2.7%	1

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
Environmental Protection Agency	8,918	49.3%	26.5%	24.2%	326
Non-Supervisor	6,280	45.0%	28.3%	26.7%	288
Team Leader	996	49.5%	27.7%	22.8%	19
Supervisor	898	65.7%	20.3%	14.0%	9
Manager	383	75.1%	13.8%	11.1%	3
Senior Leader	170	85.5%	5.3%	9.2%	0

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
Environmental Protection Agency	8,322	22.8%	31.7%	45.5%	939
Non-Supervisor	5,782	20.9%	31.5%	47.6%	802
Team Leader	936	23.0%	29.8%	47.1%	76
Supervisor	883	29.6%	32.4%	38.0%	30
Manager	383	33.2%	32.6%	34.2%	4
Senior Leader	165	39.6%	37.4%	23.1%	4

Environmental Protection Agency Supervisory Status Comparison Report

My Agency (continued)

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
Environmental Protection Agency	8,690	63.8%	22.4%	13.8%	575
Non-Supervisor	6,096	61.6%	23.5%	14.9%	497
Team Leader	966	67.3%	21.9%	10.8%	46
Supervisor	894	69.4%	19.1%	11.4%	18
Manager	384	79.1%	11.8%	9.1%	1
Senior Leader	169	79.3%	12.8%	7.9%	1

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
Environmental Protection Agency	9,120	84.6%	10.4%	4.9%	160
Non-Supervisor	6,466	83.2%	11.1%	5.7%	130
Team Leader	996	84.1%	12.0%	3.9%	16
Supervisor	913	91.5%	6.2%	2.3%	6
Manager	387	94.1%	4.3%	1.6%	1
Senior Leader	169	94.3%	3.7%	2.0%	1

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
Environmental Protection Agency	9,158	84.7%	11.1%	4.2%	89
Non-Supervisor	6,508	83.8%	11.5%	4.7%	69
Team Leader	998	85.7%	11.4%	2.9%	10
Supervisor	906	88.4%	8.4%	3.2%	5
Manager	385	91.7%	7.3%	1.0%	2
Senior Leader	168	94.5%	3.0%	2.6%	0

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
Environmental Protection Agency	8,570	57.2%	21.6%	21.3%	693
Non-Supervisor	6,008	53.5%	23.3%	23.3%	580
Team Leader	944	58.6%	20.7%	20.8%	67
Supervisor	898	71.1%	15.4%	13.5%	20
Manager	379	78.6%	11.4%	10.0%	8
Senior Leader	165	86.8%	7.6%	5.6%	2

Environmental Protection Agency Supervisory Status Comparison Report

My Agency (continued)

38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
Environmental Protection Agency	8,226	72.3%	16.9%	10.8%	1,011
Non-Supervisor	5,673	68.6%	19.3%	12.1%	890
Team Leader	934	75.0%	15.0%	10.0%	77
Supervisor	899	85.2%	8.7%	6.1%	18
Manager	381	90.9%	4.6%	4.5%	6
Senior Leader	169	94.0%	2.9%	3.1%	0

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
Environmental Protection Agency	9,143	72.4%	15.8%	11.8%	128
Non-Supervisor	6,483	71.7%	16.6%	11.7%	108
Team Leader	1,005	69.6%	16.0%	14.4%	9
Supervisor	910	76.8%	12.8%	10.5%	7
Manager	385	78.8%	11.6%	9.6%	2
Senior Leader	168	83.1%	8.4%	8.5%	0

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
Environmental Protection Agency	9,270	66.7%	18.4%	14.9%
Non-Supervisor	6,600	65.3%	19.3%	15.4%
Team Leader	1,015	64.4%	18.8%	16.8%
Supervisor	921	74.4%	14.0%	11.6%
Manager	388	75.4%	14.1%	10.4%
Senior Leader	166	85.1%	9.5%	5.4%

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
Environmental Protection Agency	8,438	41.3%	27.5%	31.2%	857
Non-Supervisor	5,949	39.1%	28.2%	32.7%	665
Team Leader	911	37.3%	29.5%	33.2%	107
Supervisor	874	50.6%	25.4%	24.0%	48
Manager	371	55.8%	20.4%	23.9%	18
Senior Leader	166	73.8%	15.6%	10.5%	4

Environmental Protection Agency

Supervisory Status Comparison Report

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
Environmental Protection Agency	9,239	88.8%	6.4%	4.7%	46
Non-Supervisor	6,584	87.9%	6.8%	5.3%	36
Team Leader	1,013	91.3%	6.0%	2.8%	3
Supervisor	918	91.3%	5.2%	3.5%	4
Manager	387	94.4%	3.8%	1.8%	1
Senior Leader	170	92.1%	5.1%	2.7%	0

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
Environmental Protection Agency	9,230	76.2%	12.7%	11.0%	35
Non-Supervisor	6,576	72.7%	14.5%	12.8%	30
Team Leader	1,011	83.6%	8.9%	7.5%	0
Supervisor	918	88.7%	6.2%	5.1%	2
Manager	386	88.2%	7.0%	4.8%	1
Senior Leader	170	92.6%	2.3%	5.1%	0

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
Environmental Protection Agency	9,169	72.4%	14.7%	13.0%	58
Non-Supervisor	6,536	70.5%	15.4%	14.1%	42
Team Leader	1,009	76.4%	11.5%	12.1%	3
Supervisor	912	78.0%	14.1%	7.9%	6
Manager	383	77.4%	15.1%	7.6%	2
Senior Leader	165	86.8%	6.3%	6.8%	2

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
Environmental Protection Agency	8,393	76.2%	17.7%	6.0%	851
Non-Supervisor	5,900	73.8%	19.3%	6.9%	695
Team Leader	924	80.0%	16.5%	3.6%	87
Supervisor	885	82.1%	12.8%	5.1%	29
Manager	379	87.4%	9.7%	2.9%	8
Senior Leader	164	94.2%	4.2%	1.5%	5

Environmental Protection Agency Supervisory Status Comparison Report

My Supervisor (continued)

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
Environmental Protection Agency	9,202	68.8%	17.6%	13.6%	39
Non-Supervisor	6,562	67.3%	18.1%	14.6%	28
Team Leader	1,009	70.1%	16.7%	13.2%	3
Supervisor	913	75.2%	15.0%	9.8%	5
Manager	385	75.0%	16.0%	9.0%	0
Senior Leader	170	86.7%	7.6%	5.7%	0

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
Environmental Protection Agency	9,124	75.6%	13.9%	10.4%	137
Non-Supervisor	6,489	72.7%	15.4%	11.8%	114
Team Leader	1,004	75.9%	14.2%	9.9%	10
Supervisor	919	88.0%	6.8%	5.1%	2
Manager	385	91.9%	6.1%	2.0%	1
Senior Leader	168	95.5%	3.1%	1.4%	1

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
Environmental Protection Agency	9,278	84.7%	7.9%	7.4%
Non-Supervisor	6,618	83.1%	8.7%	8.2%
Team Leader	1,017	87.4%	5.9%	6.6%
Supervisor	921	90.5%	4.9%	4.6%
Manager	388	90.3%	5.6%	4.1%
Senior Leader	170	92.6%	4.2%	3.2%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
Environmental Protection Agency	9,257	87.4%	6.8%	5.8%
Non-Supervisor	6,606	86.1%	7.5%	6.4%
Team Leader	1,013	90.3%	4.9%	4.8%
Supervisor	919	91.0%	5.5%	3.6%
Manager	386	92.8%	3.6%	3.7%
Senior Leader	169	93.9%	2.4%	3.7%

Environmental Protection Agency Supervisory Status Comparison Report

My Supervisor (continued)

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
Environmental Protection Agency	9,256	91.7%	4.6%	3.7%
Non-Supervisor	6,603	91.3%	4.7%	4.0%
Team Leader	1,014	92.3%	4.2%	3.6%
Supervisor	922	93.0%	4.3%	2.6%
Manager	386	94.1%	4.3%	1.6%
Senior Leader	170	95.5%	2.8%	1.8%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
Environmental Protection Agency	9,258	76.2%	12.8%	11.1%
Non-Supervisor	6,606	74.4%	13.5%	12.2%
Team Leader	1,012	78.7%	11.7%	9.6%
Supervisor	920	83.0%	9.7%	7.3%
Manager	388	84.4%	9.2%	6.4%
Senior Leader	170	90.9%	4.2%	4.9%

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
Environmental Protection Agency	9,269	79.7%	12.8%	7.5%
Non-Supervisor	6,613	78.2%	13.7%	8.1%
Team Leader	1,018	80.7%	11.8%	7.4%
Supervisor	919	84.8%	10.6%	4.6%
Manager	389	88.0%	8.2%	3.8%
Senior Leader	170	92.1%	4.3%	3.6%

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
Environmental Protection Agency	9,041	38.7%	23.1%	38.2%	191
Non-Supervisor	6,450	37.9%	23.5%	38.6%	162
Team Leader	998	32.2%	22.6%	45.1%	17
Supervisor	911	41.8%	22.0%	36.2%	8
Manager	388	50.9%	20.8%	28.3%	1
Senior Leader	170	74.3%	13.3%	12.4%	0

Environmental Protection Agency Supervisory Status Comparison Report

Leadership (continued)

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
Environmental Protection Agency	8,575	49.1%	22.4%	28.5%	633
Non-Supervisor	6,093	47.8%	23.0%	29.2%	504
Team Leader	941	43.5%	23.0%	33.5%	74
Supervisor	879	55.2%	22.0%	22.8%	38
Manager	383	62.7%	14.7%	22.6%	5
Senior Leader	165	80.7%	10.3%	9.0%	3

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
Environmental Protection Agency	8,628	72.8%	17.0%	10.2%	547
Non-Supervisor	6,104	70.1%	18.5%	11.3%	465
Team Leader	965	74.3%	16.1%	9.6%	52
Supervisor	897	82.2%	12.6%	5.2%	14
Manager	382	88.2%	7.3%	4.4%	4
Senior Leader	166	89.8%	6.2%	4.0%	4

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
Environmental Protection Agency	9,055	65.2%	19.1%	15.7%	121
Non-Supervisor	6,471	63.4%	19.8%	16.7%	100
Team Leader	1,005	62.2%	20.5%	17.3%	8
Supervisor	910	71.8%	16.4%	11.8%	7
Manager	386	84.2%	11.0%	4.8%	0
Senior Leader	168	87.2%	9.5%	3.3%	1

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
Environmental Protection Agency	8,506	66.8%	21.1%	12.1%	656
Non-Supervisor	6,013	64.7%	22.5%	12.7%	551
Team Leader	937	65.0%	21.7%	13.3%	74
Supervisor	901	71.9%	17.2%	10.8%	15
Manager	386	89.3%	7.4%	3.3%	0
Senior Leader	164	88.8%	8.6%	2.6%	3

Environmental Protection Agency

Supervisory Status Comparison Report

Leadership (continued)

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
Environmental Protection Agency	8,890	60.3%	20.1%	19.5%	292
Non-Supervisor	6,323	57.4%	21.6%	21.0%	259
Team Leader	988	59.4%	19.8%	20.8%	24
Supervisor	915	69.6%	16.0%	14.4%	1
Manager	387	86.6%	7.9%	5.5%	1
Senior Leader	166	87.7%	7.9%	4.5%	3

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
Environmental Protection Agency	8,915	65.0%	19.2%	15.8%	275
Non-Supervisor	6,340	62.0%	20.7%	17.3%	242
Team Leader	991	66.0%	19.6%	14.4%	22
Supervisor	915	74.2%	14.1%	11.7%	5
Manager	387	87.7%	7.3%	4.9%	0
Senior Leader	168	87.3%	8.1%	4.5%	2

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
Environmental Protection Agency	8,847	68.1%	20.1%	11.8%	357
Non-Supervisor	6,307	67.2%	20.4%	12.4%	302
Team Leader	1,002	66.1%	22.1%	11.8%	14
Supervisor	908	72.7%	18.8%	8.5%	8
Manager	375	79.5%	14.7%	5.8%	10
Senior Leader	153	68.3%	14.5%	17.3%	16

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
Environmental Protection Agency	9,030	48.2%	21.7%	30.1%	167
Non-Supervisor	6,467	47.4%	22.1%	30.5%	130
Team Leader	1,001	40.5%	23.9%	35.6%	16
Supervisor	904	52.8%	19.8%	27.4%	14
Manager	386	60.5%	16.2%	23.3%	3
Senior Leader	168	78.0%	11.3%	10.7%	1

Environmental Protection Agency Supervisory Status Comparison Report

Leadership (continued)

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
Environmental Protection Agency	7,922	63.3%	23.9%	12.7%	1,285
Non-Supervisor	5,616	61.5%	24.9%	13.6%	994
Team Leader	846	63.3%	23.3%	13.4%	168
Supervisor	838	69.7%	21.5%	8.8%	80
Manager	364	69.9%	21.1%	9.0%	23
Senior Leader	160	85.7%	9.4%	4.9%	10

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
Environmental Protection Agency	9,182	56.8%	21.2%	22.0%
Non-Supervisor	6,608	54.0%	22.7%	23.4%
Team Leader	1,012	55.9%	21.1%	23.0%
Supervisor	920	69.2%	15.6%	15.2%
Manager	387	73.9%	11.5%	14.5%
Senior Leader	169	84.1%	5.0%	10.8%

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,501	50.3%	23.0%	26.8%
Environmental Protection Agency	9,178	54.2%	21.1%	24.7%
Non-Supervisor	6,602	51.2%	23.0%	25.8%
Team Leader	1,016	52.6%	18.5%	28.9%
Supervisor	917	69.0%	14.3%	16.6%
Manager	388	71.9%	13.5%	14.6%
Senior Leader	170	80.4%	8.6%	11.0%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
Environmental Protection Agency	9,151	58.8%	20.9%	20.3%
Non-Supervisor	6,582	55.6%	22.0%	22.4%
Team Leader	1,013	59.3%	21.2%	19.6%
Supervisor	916	72.4%	16.6%	11.0%
Manager	387	75.4%	13.3%	11.4%
Senior Leader	168	85.8%	6.5%	7.6%

Environmental Protection Agency Supervisory Status Comparison Report

My Satisfaction (continued)

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
Environmental Protection Agency	9,144	39.4%	27.6%	33.0%
Non-Supervisor	6,576	37.8%	28.9%	33.3%
Team Leader	1,011	33.6%	26.8%	39.6%
Supervisor	916	47.7%	24.6%	27.7%
Manager	388	55.8%	17.5%	26.7%
Senior Leader	170	71.2%	14.5%	14.3%

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
Environmental Protection Agency	9,147	33.5%	31.7%	34.8%
Non-Supervisor	6,580	29.6%	32.7%	37.7%
Team Leader	1,012	33.3%	30.4%	36.3%
Supervisor	917	50.1%	29.1%	20.9%
Manager	384	56.7%	25.7%	17.6%
Senior Leader	168	68.3%	23.5%	8.2%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
Environmental Protection Agency	9,145	54.1%	26.2%	19.7%
Non-Supervisor	6,581	51.6%	27.0%	21.4%
Team Leader	1,011	53.7%	26.5%	19.8%
Supervisor	911	66.0%	22.8%	11.3%
Manager	387	70.0%	19.1%	10.8%
Senior Leader	169	73.9%	20.8%	5.3%

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
Environmental Protection Agency	9,163	70.2%	16.5%	13.3%
Non-Supervisor	6,598	68.6%	17.1%	14.3%
Team Leader	1,009	69.1%	18.1%	12.8%
Supervisor	914	78.5%	13.2%	8.3%
Manager	388	79.4%	11.0%	9.6%
Senior Leader	169	84.6%	9.0%	6.4%

Environmental Protection Agency Supervisory Status Comparison Report

My Satisfaction (continued)

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
Environmental Protection Agency	9,163	69.3%	15.1%	15.6%
Non-Supervisor	6,592	66.7%	15.8%	17.5%
Team Leader	1,011	71.7%	14.4%	13.9%
Supervisor	918	80.9%	11.6%	7.5%
Manager	386	83.0%	10.1%	6.9%
Senior Leader	170	81.9%	7.4%	10.7%

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
Environmental Protection Agency	9,165	59.8%	21.0%	19.3%
Non-Supervisor	6,593	58.3%	21.6%	20.1%
Team Leader	1,013	55.7%	23.4%	20.9%
Supervisor	918	68.0%	17.2%	14.8%
Manager	386	71.9%	14.7%	13.4%
Senior Leader	169	81.5%	10.1%	8.4%

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
Environmental Protection Agency	9,140	90.3%	2.7%	3.5%	3.4%
Non-Supervisor	6,584	89.6%	2.8%	3.9%	3.7%
Team Leader	1,012	93.0%	1.4%	2.0%	3.7%
Supervisor	913	92.8%	3.1%	2.4%	1.8%
Manager	387	93.0%	3.0%	2.7%	1.3%
Senior Leader	168	87.3%	3.8%	3.2%	5.7%

Environmental Protection Agency Supervisory Status Comparison Report

Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation.

	N	3+ Days Per Week	1-2 Days Per Week	Telework	
				No More Than 1-2 Days Per Month	Infrequently
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
Environmental Protection Agency	9,170	3.4%	47.3%	12.2%	19.7%
Non-Supervisor	6,599	3.8%	53.1%	10.1%	16.0%
Team Leader	1,017	4.5%	44.9%	14.8%	19.8%
Supervisor	920	0.6%	24.9%	21.5%	35.9%
Manager	389	0.2%	15.8%	19.3%	41.6%
Senior Leader	170	2.3%	3.9%	17.6%	48.0%

(continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

	N	Must Be Physically Present	Technical Issues	Do Not Telework	
				Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
Environmental Protection Agency	9,170	2.0%	1.0%	2.6%	11.7%
Non-Supervisor	6,599	2.3%	1.0%	3.0%	10.7%
Team Leader	1,017	1.4%	1.3%	1.5%	11.9%
Supervisor	920	1.3%	0.4%	1.8%	13.5%
Manager	389	0.5%	0.6%	1.7%	20.2%
Senior Leader	170	3.9%	0.0%	1.4%	23.0%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
Environmental Protection Agency	9,121	66.0%	31.6%	2.4%
Non-Supervisor	6,569	65.3%	32.1%	2.6%
Team Leader	1,009	67.4%	30.9%	1.6%
Supervisor	918	70.8%	26.9%	2.3%
Manager	386	64.9%	33.5%	1.5%
Senior Leader	168	62.2%	36.6%	1.1%

Environmental Protection Agency Supervisory Status Comparison Report

Work/Life (continued)

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
Environmental Protection Agency	9,119	37.8%	58.8%	3.4%
Non-Supervisor	6,562	38.1%	58.2%	3.8%
Team Leader	1,013	40.4%	56.2%	3.4%
Supervisor	916	35.6%	62.5%	1.9%
Manager	387	34.5%	64.2%	1.3%
Senior Leader	170	30.9%	67.6%	1.6%

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
Environmental Protection Agency	9,073	12.5%	85.4%	2.1%
Non-Supervisor	6,537	13.2%	84.6%	2.3%
Team Leader	1,004	9.7%	88.0%	2.3%
Supervisor	909	11.6%	87.3%	1.1%
Manager	384	10.1%	89.6%	0.3%
Senior Leader	169	12.3%	87.7%	0.0%

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
Governmentwide	464,201	3.4%	79.8%	16.8%
Environmental Protection Agency	9,101	3.0%	85.5%	11.4%
Non-Supervisor	6,557	3.1%	85.1%	11.8%
Team Leader	1,013	2.8%	85.2%	12.0%
Supervisor	907	3.8%	85.8%	10.5%
Manager	385	2.2%	90.7%	7.1%
Senior Leader	169	1.6%	92.4%	5.9%

Environmental Protection Agency Supervisory Status Comparison Report

Work/Life (continued)

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
Environmental Protection Agency	9,100	2.4%	85.6%	12.0%
Non-Supervisor	6,553	2.5%	85.3%	12.2%
Team Leader	1,011	2.1%	85.4%	12.5%
Supervisor	910	2.4%	86.1%	11.4%
Manager	386	1.0%	89.6%	9.4%
Senior Leader	169	1.6%	92.2%	6.1%

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
Environmental Protection Agency	7,546	88.1%	7.3%	4.7%	55
Non-Supervisor	5,459	88.2%	7.2%	4.6%	44
Team Leader	853	90.3%	5.6%	4.1%	2
Supervisor	759	85.6%	9.2%	5.2%	3
Manager	299	87.5%	7.4%	5.0%	1
Senior Leader	120	87.6%	7.0%	5.4%	3

*The results for this item only include employees who indicated that they participated in this program.

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
Environmental Protection Agency	5,984	94.0%	4.0%	2.0%	76
Non-Supervisor	4,267	93.5%	4.2%	2.3%	62
Team Leader	679	96.1%	2.5%	1.4%	7
Supervisor	634	95.4%	3.5%	1.2%	4
Manager	250	94.2%	4.4%	1.4%	1
Senior Leader	107	97.1%	0.9%	2.1%	0

*The results for this item only include employees who indicated that they participated in this program.

Environmental Protection Agency Supervisory Status Comparison Report

Work/Life (continued)

81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	119,164	81.3%	15.1%	3.7%	7,694
Environmental Protection Agency	3,380	86.1%	11.1%	2.8%	113
Non-Supervisor	2,451	86.3%	10.7%	3.0%	96
Team Leader	402	83.8%	13.4%	2.8%	6
Supervisor	323	88.8%	9.4%	1.8%	5
Manager	131	85.6%	13.7%	0.7%	2
Senior Leader	51	86.3%	9.9%	3.8%	2

**The results for this item only include employees who indicated that they participated in this program.*

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
Environmental Protection Agency	1,111	81.9%	13.3%	4.8%	135
Non-Supervisor	841	81.6%	13.5%	4.9%	100
Team Leader	94	81.1%	10.9%	7.9%	16
Supervisor	103	85.6%	13.3%	1.1%	11
Manager	42	84.4%	15.6%	0.0%	3
Senior Leader	20	90.0%	0.0%	10.0%	2

**The results for this item only include employees who indicated that they participated in this program.*

83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
Environmental Protection Agency	259	74.6%	20.9%	4.5%	113
Non-Supervisor	184	75.8%	18.6%	5.6%	84
Team Leader	27	69.5%	26.2%	4.3%	7
Supervisor	30	81.1%	18.9%	0.0%	17
Manager	12	63.6%	36.4%	0.0%	1
Senior Leader	<10	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

Environmental Protection Agency Supervisory Status Comparison Report

Work/Life (continued)

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
Environmental Protection Agency	209	71.1%	26.1%	2.8%	96
Non-Supervisor	160	73.3%	23.6%	3.1%	69
Team Leader	17	63.8%	36.2%	0.0%	11
Supervisor	21	63.2%	33.0%	3.8%	11
Manager	<10	--	--	--	--
Senior Leader	<10	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*